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1985/86 SCHOOL LEAVERS:
A FOLLOW-UP STUDY IN 1992

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1985/86 School Leavers: A Follow-Up Study in 1992

This report was prepared for, and funded by, the Department of Enterprise and Employment. It was forwarded to the Department in March 1994. The data come from extensive interviews with a sample of 1985/6 school leavers who were first interviewed in May 1987 - one year after they had left school - and again in late 1992 over six years after they had first completed their second level education.

This report provides some basic, descriptive statistical information on the educational, training and employment status of 1985/6 school leavers in 1992. In addition, changes over time in their employment status and educational/training characteristics are described. Unemployment experiences are described in detail in section 4, with patterns analysed by education level, sex and region. Emigration experience is also described in some detail in section 5; over one third of school leavers emigrated at some time over the six year period. But almost half of these had returned home by 1992. This is a substantially higher return rate than in our previous follow-up surveys in 1982-87. Emigration is shown to be highly correlated with education level - those with the least qualifications being least likely to emigrate and most likely to return.

As indicated the report is descriptive and readers should be careful in drawing any casual inferences from the tables presented. Nevertheless the information provided is very interesting showing some very clear relationships, particularly between level of education originally attained and subsequent education/training and labour market outcomes; emphasising in particular the very disadvantaged situation of the most poorly qualified and the low extent to which their initial disadvantage is subsequently corrected.

SECTION 1: INTRODUCTION

This report presents data from two sets of interviews with a sample of young people who left full-time post-primary education in the academic year 1985/86. This group of 2,090 school-leavers was initially interviewed in May/ June 1987 by the Economic and Social Research Institute for the Department of Labour annual *School Leavers Survey*. These school-leavers formed the sample for a follow-up survey carried out in September/ October 1992, approximately six and a half years after the group had left school. Out of a total of 2,090 school-leavers, 1,659 were reinterviewed giving a response rate of 79 per cent. The data presented in this report have been reweighted to allow for any resulting bias in responses and comprise a representative sample of the cohort of approximately 65,800 who left second-level education in 1985/86.

The initial 1987 survey collected information on the educational qualifications and economic status of the school-leavers. Comparable data were collected in 1992 with more detailed information in a number of areas, particularly work history, education, training, family formation and emigration experiences.

This research forms the second cohort study of this type. An earlier cohort of school-leavers who left second-level education in 1981/82 was initially interviewed by the Economic and Social Research Institute in 1983 with follow-up interviews in 1984 and late 1987/ early 1988 (see Mullin, 1989). The data from these surveys have been used for detailed analyses of specific aspects of young people's experiences, including education, training and employment outcomes (Breen, 1991), school leavers' assessments of the quality of their education (Hannan and Shortall, 1991), transitions to adulthood (Hannan, Ó Riain, 1993), and emigration decisions (Sexton, Walsh, Hannan and McMahon, 1991).

This report presents the principal findings of the follow-up survey for the 1985/86 cohort of school-leavers, contrasting the situation of the school-leavers in 1992 with that in 1987, where appropriate. The data presented serve to highlight the position of young people in the labour market during a period when the total unemployment rate fell slightly (from 17.5 per cent in 1987 to 16.2 per cent in 1992) while the rate of unemployment among school-leavers entering the labour market increased from 34.5 per cent to 38.1 per cent (Central Statistics Office, 1994; Department of Labour, 1987; Department of Enterprise and Employment, 1993). It is intended that these data will be used to explore more detailed aspects of the experiences of school-leavers in subsequent studies.

Characteristics of the 1985/86 school-leavers

At the time of the survey (1992), over two-thirds of the school-leavers were aged 23 or 24 years of age (Table 1.1). On average, females tended to be older than their male counterparts due to a greater tendency among males to leave school before the Leaving Certificate stage.

Over half of the school-leavers were still living in the parental home at the time of the interview, with females being significantly more likely to have moved out of the parental home. The majority of the group were still single six years after leaving school. There were significant gender differences in marital status with almost one-fifth of the women being married compared with only 8 per cent of their male counterparts (Table 1.2).

At the time of the survey, over two-thirds of the 1985/86 school-leavers had a Leaving Certificate or higher level qualification. Males were significantly more likely than females to have left full-time education with no qualifications or with a Group or Intermediate Certificate only. Just under a quarter of both groups had a third level qualification at the time of the survey (Table 1.3). Only a very small minority (4 per cent) of the school-leavers were still participating in full-time education at the time of the 1992 survey; the vast majority of these participants had already achieved a third level qualification.

Table 1.4 indicates the regional distribution of the school-leavers in 1992 compared with their region of origin. By 1992, seventeen per cent of the school-leavers were living abroad with a consequent decline in the proportion remaining in regions of origin; the decline was greatest in the Midlands, South-West, West and North-West.

Table 1.1: Age of 1985/86 school-leavers by sex, 1992

| Age | Males | Females | Total |
|-------------|--------|---------|--------|
| | % | % | % |
| 19 | 0.2 | 0.1 | 0.1 |
| 20 | 0.9 | 0.3 | 0.6 |
| 21 | 5.6 | 4.1 | 4.9 |
| 22 | 14.0 | 8.2 | 11.2 |
| 23 | 31.8 | 28.0 | 29.9 |
| 24 | 36.2 | 39.3 | 37.7 |
| 25 | 10.2 | 17.4 | 13.7 |
| 26 and over | 1.0 | 2.7 | 1.8 |
| Mean | 23.3 | 23.7 | 23.5 |
| N | 33,800 | 32,000 | 65,800 |

Note: The figures given in this and subsequent tables have been rounded. Consequently, the constituent figures may not necessarily amount to the totals shown.

Table 1.2: Marital status of school-leavers by sex

| Status | Males | Females | Total |
|-----------------|--------|---------|--------|
| | % | % | % |
| Ever married | 8.0 | 19.3 | 13.5 |
| Living together | 3.0 | 3.1 | 3.0 |
| Single | 89.0 | 77.5 | 83.4 |
| N | 33,800 | 32,000 | 65,800 |

Table 1.3: Highest level of education achieved by sex

| Level | Males | Females | Total |
|--------------------------|--------|---------|--------|
| | % | % | % |
| No qualifications | 8.4 | 5.4 | 7.0 |
| Group/ Inter Certificate | 27.3 | 18.6 | 23.1 |
| Leaving Certificate | 36.3 | 49.0 | 42.5 |
| Incomplete third level | 4.7 | 3.2 | 4.0 |
| Certificate/ Diploma | 10.8 | 11.0 | 10.9 |
| Degree | 12.4 | 12.8 | 12.6 |
| N | 33,800 | 32,000 | 65,800 |

Table 1.4: Region of origin and region of residence in 1992

| Region | Males | | Females | | Total | |
|--------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| | Region of origin | Region of residence | Region of origin | Region of residence | Region of origin | Region of residence |
| | % | % | % | % | % | % |
| Dublin | 28.6 | 28.3 | 29.5 | 29.4 | 29.1 | 28.8 |
| Rest of East | 8.6 | 6.9 | 8.6 | 5.9 | 8.6 | 6.4 |
| South-East | 10.9 | 8.8 | 10.5 | 7.4 | 10.7 | 8.1 |
| North-East | 5.5 | 5.1 | 5.2 | 6.2 | 5.4 | 5.7 |
| Mid-West | 10.7 | 10.3 | 9.8 | 8.6 | 10.3 | 9.5 |
| Midlands | 6.8 | 4.4 | 7.6 | 4.1 | 7.2 | 4.3 |
| South-West | 14.4 | 11.3 | 14.6 | 10.0 | 14.5 | 10.7 |
| West | 7.9 | 6.2 | 8.1 | 5.6 | 8.0 | 5.9 |
| North-West | 6.5 | 3.8 | 6.1 | 4.4 | 6.3 | 4.1 |
| Abroad | - | 14.8 | - | 18.4 | - | 16.6 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

SECTION 2: EMPLOYMENT STATUS OF SCHOOL-LEAVERS

Economic status in 1992

At the time of the 1992 survey, over three-quarters of the school-leavers were in paid employment; fourteen per cent were unemployed with a further 0.4 per cent on a full-time training or employment scheme, 4 per cent were in full-time education with a further 4 per cent unavailable for work. There were some gender differences in employment status with males more likely to be unemployed (18 per cent compared with 11 per cent of females) and females more likely to be on home duties (8 per cent compared with none of the males) (Table 2.1).

The most marked variation in employment status was related to level of education. Males without qualifications were significantly more likely to be unemployed than males with higher qualifications; over half of those with no qualifications were out of work at the time of the survey compared with fewer than ten per cent of those with degrees. In addition, males with degree level qualifications were more likely than other groups to be still in full-time education (Table 2.2A). The pattern was broadly similar among females with the proportion unemployed highest among those with no or low qualifications. In addition, young women with no or only low qualifications were more likely to have withdrawn from the labour market into home duties; over one quarter of females without qualifications were engaged in home duties compared with none of those with degrees (Table 2.2B). This pattern of labour force withdrawal among less qualified females was also apparent among the 1981/82 cohort of school-leavers (see Hannan, Ó Riain, 1993). Females with degrees were more likely to be in full-time education at the time of the survey than those with lower level qualifications; however, educational participation was somewhat lower than among males with similar qualifications.

Differences in economic status were also found in relation to place of residence. The unemployed (both male and female) were over-represented, while those on home duties were under-represented, among those still living in the parental home (Table 2.3). This pattern is broadly consistent with that found among the 1981/82 cohort (see Hannan, Ó Riain, 1993).

Economic status in 1987

When the economic status of school-leavers in 1987 (the time of the first survey) is compared with their status in 1992, a number of differences are apparent between the two years. In 1987, fewer school-leavers were in paid employment with greater numbers in full-time education. Among males, the proportion of unemployed was highest among those with no qualifications although the overall level was somewhat higher than in 1992 (Table 2.4A). Among females, the proportion in home duties was much lower than in 1992 (Table 2.4B).

Looking at the labour market transitions for individual school-leavers, it is apparent that those who were unemployed in 1987 were more likely than other groups to be unemployed in 1992 (Tables 2.5A and 2.5B). However, considerable movement between statuses is indicated; of those males in employment in 1987, approximately one-sixth were unemployed in 1992, while almost one-third of the previously unemployed males had moved into paid employment by 1992 (Table 2.5A). For females, movement into home duties was most common among those who had been unemployed in 1987 (Table 2.5B).

Changes in economic status 1986-1992

The pattern of labour market transitions can be more easily traced by examining the economic status of school-leavers at six points in time (November 1986 to November 1991). For the purposes of clarity, males and females will be considered separately.

In November 1986, approximately six months after leaving school, almost half of the males were in paid employment with almost one third in full-time education and 13 per cent unemployed. The pattern over time was one of an increase in the proportion of males in paid employment with a concomitant decline in the proportion in full-time education. The proportion on full-time training or employment schemes was highest within eighteen months of leaving school and declined thereafter. The proportion unemployed fluctuated over time with a gradual increase apparent since 1989. Among females, there was a similar pattern of increasing numbers in paid employment and declining numbers in full-time education or training. Over time there was a gradual increase in the proportion of women in home duties (Table 2.6).

In summary, trends in the labour market position of school-leavers over the six year period indicate a general movement out of full-time education into the labour force. In the case of young women who left school without qualifications, there was some movement out of the labour force into home duties over the period concerned. The employment status of 1985/86 school-leavers was clearly related to level of education both in 1987 and 1992. Those who left school without qualifications were more likely to be unemployed than those with higher level qualifications in both years. Furthermore, the relative position of those without qualifications tended to disimprove over time.

Table 2.1: Economic status of 1985/86 school-leavers at time of the survey (1992)

| Status | Males | Females | Total |
|--|--------|---------|--------|
| | % | % | % |
| At work | 76.5 | 77.3 | 76.9 |
| Unemployed | 18.2 | 10.6 | 14.5 |
| Full-time training/ employment scheme | 0.4 | 0.4 | 0.4 |
| Full-time education | 4.5 | 3.1 | 3.8 |
| Home duties | 0.0 | 8.2 | 4.0 |
| Ill/ disabled | 0.5 | 0.5 | 0.5 |
| N | 33,800 | 32,000 | 65,800 |

Table 2.2A: Economic status of males in 1992 by highest level of education achieved

| Status | No qualifications | Group/ Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/ Diploma | Degree | Total |
|---------------------------|-------------------|--------------------------|---------------------|----------------------|----------------------|--------|--------|
| | % | % | % | % | % | % | % |
| At work | 44.6 | 73.1 | 88.1 | 86.4 | 82.5 | 62.5 | 76.5 |
| Unemployed | 54.0 | 26.1 | 10.5 | 4.9 | 12.3 | 9.3 | 18.2 |
| Full-time training scheme | 0.0 | 0.3 | 0.4 | 0.0 | 0.0 | 1.1 | 0.4 |
| Full-time education | 0.0 | 0.0 | 0.8 | 8.7 | 3.7 | 27.1 | 4.5 |
| Home duties | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Ill/ disabled | 1.4 | 0.4 | 0.2 | 0.0 | 1.5 | 0.0 | 0.5 |
| N | 2,800 | 9,200 | 12,300 | 1,600 | 3,700 | 4,200 | 33,800 |

Table 2.2B: Economic status of females in 1992 by highest level of education achieved

| Status | No | Group/ Inter | Leaving | Incomplete | Certificate/ | Degree | Total |
|---------------------------|----------------|--------------|-------------|------------|--------------|--------|--------|
| | qualifications | Certificate | Certificate | 3rd level | Diploma | | |
| | % | % | % | % | % | % | % |
| At work | 26.7 | 62.0 | 85.2 | 88.1 | 90.4 | 76.4 | 77.2 |
| Unemployed | 43.5 | 17.8 | 6.3 | 0.0 | 5.8 | 9.0 | 10.6 |
| Full-time training scheme | 0.0 | 0.0 | 0.4 | 0.0 | 1.2 | 0.8 | 0.4 |
| Full-time education | 0.0 | 0.7 | 1.4 | 5.4 | 2.6 | 13.8 | 3.1 |
| Home duties | 29.8 | 17.9 | 6.2 | 6.5 | 0.0 | 0.0 | 8.2 |
| Ill/ disabled | 0.0 | 1.6 | 0.5 | 0.0 | 0.0 | 0.0 | 0.5 |
| N | 1,700 | 5,900 | 15,600 | 1,000 | 3,500 | 4,100 | 32,000 |

Table 2.3: Current economic status by residence in parental home

| Status | Males | | Females | | Total | |
|---------------------------|------------------|----------------------|------------------|----------------------|------------------|----------------------|
| | In parental home | Not in parental home | In parental home | Not in parental home | In parental home | Not in parental home |
| | % | % | % | % | % | % |
| At work | 73.5 | 81.2 | 78.5 | 76.2 | 75.6 | 78.3 |
| Unemployed | 22.1 | 12.2 | 15.2 | 6.5 | 19.2 | 9.0 |
| Full-time training scheme | 0.5 | 0.1 | 0.2 | 0.6 | 0.4 | 0.4 |
| Full-time education | 3.2 | 6.4 | 3.1 | 3.0 | 3.2 | 4.4 |
| Home duties | 0.0 | 0.0 | 2.6 | 13.0 | 1.1 | 7.4 |
| Ill/ disabled | 0.7 | 0.1 | 0.3 | 0.7 | 0.5 | 0.5 |
| N | 20,600 | 13,200 | 14,800 | 17,100 | 35,500 | 30,300 |

Table 2.4A: Economic status of males in 1987 by highest level of education achieved in 1992

| Status | No | Group/ Inter | Leaving | Incomplete | Certificate/ | Degree | Total |
|---------------------|----------------|--------------|-------------|------------|--------------|--------|--------|
| | qualifications | Certificate | Certificate | 3rd level | Diploma | | |
| | % | % | % | % | % | % | % |
| At work | 36.0 | 65.7 | 57.1 | 18.5 | 8.2 | 5.6 | 44.1 |
| Unemployed | 61.5 | 28.8 | 30.3 | 9.1 | 5.4 | 0.9 | 25.2 |
| Full-time education | 0.0 | 5.1 | 11.2 | 70.5 | 86.4 | 93.5 | 29.7 |
| Home duties | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Ill/ disabled | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Other | 2.6 | 0.3 | 1.5 | 2.0 | 1.0 | 0.0 | 1.0 |
| N | 2,800 | 9,200 | 12,300 | 1,600 | 3,700 | 4,200 | 33,800 |

Note: Figures for State training schemes are not presented separately for 1987.

Table 2.4B: Economic status of females in 1987 by highest level of education achieved in 1992

| Status | No | Group/ Inter | Leaving | Incomplete | Certificate/ | Degree | Total |
|---------------------|----------------|--------------|-------------|------------|--------------|--------|--------|
| | qualifications | Certificate | Certificate | 3rd level | Diploma | | |
| | % | % | % | % | % | % | % |
| At work | 40.2 | 58.4 | 65.2 | 29.7 | 16.9 | 7.3 | 48.7 |
| Unemployed | 52.1 | 31.1 | 22.1 | 0.0 | 4.7 | 1.6 | 20.2 |
| Full-time education | 0.0 | 4.9 | 10.9 | 70.3 | 78.4 | 90.3 | 28.6 |
| Home duties | 7.7 | 3.3 | 0.2 | 0.0 | 0.0 | 0.0 | 1.1 |
| Ill/ disabled | 0.0 | 1.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 |
| Other | 0.0 | 1.3 | 1.6 | 0.0 | 0.0 | 0.0 | 1.1 |
| N | 1,700 | 5,900 | 15,600 | 1,000 | 3,500 | 4,100 | 32,000 |

Table 2.5A: Economic status of males in 1992 by economic status in 1987

| Status in 1992 | Status in 1987 | | | | Total |
|----------------------|----------------|------------|---------------------|----------------------|-------|
| | At work | Unemployed | Full-time education | Unavailable for work | |
| | % | % | % | % | % |
| At work | 82.3 | 64.9 | 77.5 | 81.0 | 76.5 |
| Unemployed | 16.3 | 31.9 | 9.6 | 19.0 | 18.2 |
| Full-time training | 0.4 | 0.2 | 0.5 | 0.0 | 0.4 |
| Full-time education | 0.6 | 2.3 | 12.2 | 0.0 | 4.5 |
| Unavailable for work | 0.4 | 0.7 | 0.4 | 0.0 | 0.5 |
| Total % | 44.1 | 25.2 | 29.7 | 0.9 | 100.0 |

Table 2.5B: Economic status of females in 1992 by economic status in 1987

| Status in 1992 | Status in 1987 | | | | Total |
|----------------------|----------------|-------------|---------------------|----------------------|--------------|
| | At work | Unemployed | Full-time education | Unavailable for work | |
| | % | % | % | % | % |
| At work | 81.4 | 64.0 | 83.4 | 34.2 | 77.3 |
| Unemployed | 8.2 | 21.3 | 6.7 | 11.4 | 10.6 |
| Full-time training | 0.4 | 0.0 | 0.8 | 0.0 | 0.4 |
| Full-time education | 1.1 | 0.0 | 8.3 | 6.1 | 3.1 |
| Unavailable for work | 8.9 | 14.7 | 0.8 | 48.4 | 8.7 |
| Total % | 48.8 | 20.2 | 28.6 | 2.5 | 100.0 |

Table 2.6: Economic status at six points in time by sex

| Males | Nov 1986 | Nov 1987 | Nov 1988 | Nov 1989 | Nov 1990 | Nov 1991 |
|---------------------------|----------|----------|----------|----------|----------|----------|
| At work | 48.5 | 59.8 | 69.6 | 74.9 | 77.5 | 78.7 |
| Unemployed | 13.3 | 9.1 | 10.0 | 9.3 | 11.0 | 13.4 |
| Full-time training scheme | 6.1 | 4.6 | 1.6 | 0.7 | 0.8 | 0.7 |
| Full-time education | 31.2 | 25.5 | 18.4 | 14.0 | 9.8 | 6.6 |
| Unavailable for work | 0.3 | 0.4 | 0.2 | 0.4 | 0.3 | 0.4 |
| Other | 0.6 | 0.5 | 0.1 | 0.7 | 0.6 | 0.1 |
| Females | Nov 1986 | Nov 1987 | Nov 1988 | Nov 1989 | Nov 1990 | Nov 1991 |
| At work | 38.7 | 57.3 | 67.3 | 71.6 | 75.3 | 77.0 |
| Unemployed | 11.6 | 9.8 | 7.7 | 7.7 | 8.5 | 9.6 |
| Full-time training scheme | 6.5 | 3.4 | 1.3 | 0.7 | 0.8 | 1.0 |
| Full-time education | 40.8 | 26.2 | 18.7 | 13.4 | 7.1 | 3.8 |
| Unavailable for work | 1.8 | 2.5 | 4.8 | 6.3 | 7.8 | 8.2 |
| Other | 0.6 | 0.7 | 0.1 | 0.3 | 0.5 | 0.6 |

SECTION THREE: EMPLOYMENT IN IRELAND

At the time of the 1992 survey, 83 per cent of the 1985/86 school-leavers were still living in Ireland, a higher proportion than was the case for the 1981/82 cohort by 1987 (see Mullin, 1989). Of this group, almost three-quarters were employed and 16 per cent were unemployed.

Industrial distribution

Among those in full-time employment, there were significant differences in the industrial distribution of male and female workers. Over half of the males were concentrated in the manufacturing, agriculture and building sectors (Table 3.1A). Compared with male workers, female workers were under-represented in the agriculture and building sectors and over-represented in the finance, personal services and professional services sectors (Table 3.1B).

This pattern conceals variation in industrial distribution by level of education. Among males in full-time employment, those with no or low qualifications were more likely to work in the agriculture and building sectors than their better qualified counterparts; over one quarter of those with no qualifications were working in construction compared with only 3 per cent of male degree holders. In contrast, those with higher level qualifications, particularly those with degrees, were concentrated in professional services (Table 3.1A). Among females, those with no or low qualifications tended to work in the distribution and manufacturing sectors. Those with higher level qualifications were more likely than other groups to work in professional services (Table 3.1B); women were more likely than equally qualified males to work in professional services.

Changes in industrial distribution since 1987

The overall industrial distribution of male full-time workers in 1992 is found to be broadly similar to their distribution in 1987. It must be noted, however, that the numbers involved increased substantially over the period concerned with the movement of 1985/86 school-leavers out of full-time education into paid employment (see Section 2). Some changes in distribution are apparent, however. The proportion of male workers in the building sector has increased over time, particularly among those with no or low qualifications (Table 3.2A). Among female workers, the proportion in distribution and personal services has declined since 1987 while the proportion in the professional services sector has increased due to the entry of females with third level qualifications into the labour market (Table 3.2B).

Occupational distribution

There were comparable differences in the occupational distribution of male and female workers. At the time of the 1992 survey, male workers were significantly more likely to be found in manual occupations than their female counterparts (52 per cent compared with 14 per cent). In particular, women were more likely to work in professional/ managerial and intermediate non-manual positions than their male counterparts (Tables 3.3A and 3.3B).

Occupational differences are also apparent when educational level is considered. Among males in full-time employment, men with no or low qualifications were over-represented in agricultural, semi-skilled and unskilled manual jobs. In contrast, those with higher level qualifications were over-represented in professional/ managerial jobs; 80 per cent of degree holders worked in professional/ managerial occupations compared with only 8 per cent of those with a Leaving Certificate (Table 3.3A). Among women in full-time employment, those with low or no qualifications tended to be concentrated in semi-skilled manual and intermediate non-manual jobs. As with male workers, those with higher level qualifications, particularly degrees, were concentrated in professional/ managerial jobs (Table 3.3B).

Changes in occupational distribution since 1987

Comparing the occupational distribution in 1992 with that in 1987, a substantial increase is found in the proportion of full-time workers (both male and female) in professional/ managerial jobs, a pattern which is related to the later labour force entry of those with third level qualifications. As in 1992, male workers were over-represented in manual occupations while female workers were concentrated in intermediate and other non-manual positions in 1987 (Tables 3.4A and 3.4B). Differences in occupational distribution across different levels of education were also apparent in 1987. Among males, those with no or low qualifications were more likely than those with a Leaving Certificate to be concentrated in manual jobs (Table 3.4A). Female workers with no or low qualifications tended to be concentrated in lower level non-manual positions and were over-represented in semi-skilled manual jobs; in contrast, 12 per cent of females with a Leaving Certificate were in professional/ managerial positions (Table 3.4B).

Earnings

Average net weekly pay for those in full-time employment was significantly higher for males than for females¹ (£150 compared with £131). Pay levels were also significantly related to level of education with those with higher level qualifications earning significantly more than those with low or no qualifications. This pattern held for both male and female workers although males earned more than females with comparable educational levels (Table 3.5).

Pay levels differed significantly by industry and occupation. The highest paying industries were building/ construction (£158), banking/ finance (£156) and professional services (£153) while agriculture was the lowest paying industry (with weekly pay levels of only £95) (Table 3.6). Within industrial sectors, male earnings were higher than female earnings, with the exception of agriculture, building and other industries where the numbers of female employees were too low for reliable estimates. At the level of occupation, professional/ managerial workers were the highest paid group (£172) with agricultural workers forming the lowest paid group (£95). Within occupational groups, male workers tended to earn more than female workers (Table 3.7).

¹ Gender differences persist but are somewhat reduced in magnitude when hourly, rather than weekly, pay levels are considered. This contrasts with the situation of the 1981/82 cohort where average net hourly pay was slightly higher among females than males (see Mullin, 1989, pp.19-20).

Table 3.1A: Industry of males in full-time employment in Ireland in 1992 by highest level of education achieved

| Industry | No qualifications | % | Group/ Inter Certificate | % | Leaving Certificate | % | Incomplete 3rd level | % | Certificate/ Diploma | % | Degree | % | Total |
|---------------------------|-------------------|-------|--------------------------|-------|---------------------|-------|----------------------|---|----------------------|---|--------|---|-------|
| Agriculture | 14.8 | 12.8 | 12.4 | 3.1 | 6.8 | 0.0 | 10.5 | | | | | | |
| Manufacturing | 35.7 | 33.7 | 36.2 | 28.7 | 35.6 | 33.9 | 34.9 | | | | | | |
| Building | 26.2 | 16.3 | 8.0 | 9.7 | 7.1 | 3.5 | 10.7 | | | | | | |
| Distribution | 8.2 | 17.8 | 20.1 | 20.7 | 10.6 | 1.7 | 16.3 | | | | | | |
| Finance | 0.0 | 1.4 | 4.5 | 8.7 | 5.0 | 5.7 | 3.8 | | | | | | |
| Transport/ communications | 7.5 | 4.5 | 5.4 | 11.2 | 5.7 | 0.0 | 5.1 | | | | | | |
| Public Administration | 3.9 | 5.1 | 7.2 | 11.7 | 9.4 | 3.2 | 6.5 | | | | | | |
| Professional services | 0.0 | 0.7 | 0.8 | 0.0 | 14.7 | 47.7 | 6.3 | | | | | | |
| Personal services | 3.9 | 5.1 | 3.8 | 0.0 | 1.6 | 1.8 | 3.6 | | | | | | |
| Other | 0.0 | 2.6 | 1.6 | 6.2 | 3.4 | 2.4 | 2.2 | | | | | | |
| N | 1,100 | 5,400 | 9,500 | 1,000 | 2,000 | 1,900 | 20,900 | | | | | | |

Table 3.1B: Industry of females in full-time employment in Ireland in 1992 by highest level of education achieved

| Industry | No qualifications | Group/ Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/ Diploma | Degree | Total |
|--------------------------|-------------------|--------------------------|---------------------|----------------------|----------------------|--------|--------|
| | % | % | % | % | % | % | % |
| Agriculture | 0.0 | 2.0 | 0.7 | 0.0 | 4.2 | 0.0 | 1.5 |
| Manufacturing | 31.8 | 37.5 | 17.4 | 26.9 | 16.2 | 15.9 | 22.8 |
| Building | 0.0 | 0.0 | 1.1 | 0.0 | 1.7 | 0.0 | 0.6 |
| Distribution | 50.3 | 20.9 | 25.5 | 0.0 | 7.2 | 4.5 | 18.1 |
| Finance | 0.0 | 0.0 | 13.7 | 18.5 | 12.6 | 10.1 | 10.4 |
| Transport/communications | 0.0 | 2.5 | 3.6 | 0.0 | 10.0 | 1.5 | 3.6 |
| Public Administration | 0.0 | 5.1 | 11.1 | 18.7 | 5.8 | 2.3 | 6.6 |
| Professional services | 0.0 | 5.2 | 18.6 | 29.3 | 20.2 | 62.9 | 23.2 |
| Personal services | 17.9 | 25.1 | 7.4 | 6.6 | 16.1 | 2.0 | 11.3 |
| Other | 0.0 | 1.7 | 1.0 | 0.0 | 6.0 | 0.0 | 1.7 |
| N | 400 | 2,700 | 10,700 | 400 | 2,400 | 2,100 | 18,700 |

**Table 3.2A: Industry of males in full-time employment in Ireland in 1987
by level of education**

| Industry | Level of education attained at Second Level | | | | Total |
|------------------------------|---|---------------|---------------|-----------------|--------|
| | No qualifications | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Agriculture | 19.7 | 16.4 | 11.9 | 8.3 | 10.9 |
| Manufacturing | 51.3 | 30.4 | 32.7 | 27.0 | 30.6 |
| Building | 5.3 | 9.2 | 6.3 | 4.7 | 5.7 |
| Distribution | 8.9 | 27.4 | 23.8 | 23.3 | 22.9 |
| Finance | 0.0 | 2.5 | 1.3 | 2.9 | 2.2 |
| Transport/ communications | 0.0 | 0.0 | 2.0 | 4.3 | 2.9 |
| Public adminstration | 0.0 | 0.0 | 2.7 | 10.6 | 6.6 |
| Professional services | 0.0 | 3.0 | 7.7 | 7.6 | 6.7 |
| Personal services | 7.4 | 8.6 | 9.9 | 10.0 | 9.7 |
| Other | 7.2 | 2.5 | 1.7 | 1.2 | 1.8 |
| N | 800 | 1,300 | 3,700 | 6,900 | 12,600 |

**Table 3.2B: Industry of females in full-time employment in Ireland in 1987
by level of education**

| Industry | Level of education attained at Second Level | | | | Total |
|------------------------------|---|------------|------------|--------------|--------|
| | No qualifications | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Agriculture | 4.2 | 0.0 | 2.3 | 0.8 | 1.2 |
| Manufacturing | 19.5 | 43.8 | 22.3 | 15.9 | 17.9 |
| Building | 0.0 | 0.0 | 0.0 | 0.2 | 0.2 |
| Distribution | 8.0 | 16.3 | 32.4 | 24.6 | 25.0 |
| Finance | 0.0 | 0.0 | 0.0 | 10.2 | 7.8 |
| Transport/ communications | 6.5 | 0.0 | 0.0 | 2.4 | 2.1 |
| Public administration | 0.0 | 0.0 | 0.0 | 10.9 | 8.4 |
| Professional services | 0.0 | 0.0 | 3.8 | 20.6 | 16.3 |
| Personal services | 61.7 | 39.8 | 39.3 | 12.3 | 19.7 |
| Other | 0.0 | 0.0 | 0.0 | 2.0 | 1.5 |
| N | 600 | 400 | 2,100 | 9,800 | 12,900 |

Table 3.3A: Occupation of males in full-time employment in Ireland in 1992 by highest level of education achieved

| Socio-economic group | No qualifications | No Group/ Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/ Diploma | Degree | Total |
|--------------------------|-------------------|-----------------------------|---------------------|----------------------|----------------------|--------------|---------------|
| | % | % | % | % | % | % | % |
| Professional/ Managerial | 3.9 | 5.7 | 7.6 | 21.0 | 48.2 | 80.3 | 14.0 |
| Salaried employee | 0.0 | 0.0 | 4.1 | 5.1 | 4.4 | 8.7 | 6.3 |
| Intermediate non-manual | 5.7 | 15.3 | 20.9 | 30.2 | 18.8 | 3.2 | 13.4 |
| Other non-manual | 17.0 | 13.2 | 9.5 | 19.4 | 1.8 | 4.2 | 14.6 |
| Agricultural | 12.4 | 14.1 | 12.0 | 3.1 | 10.2 | 0.0 | 10.3 |
| Skilled manual | 35.1 | 26.2 | 26.1 | 13.9 | 12.3 | 0.0 | 23.7 |
| Semi-skilled manual | 12.5 | 17.2 | 15.5 | 7.3 | 1.6 | 1.7 | 12.2 |
| Unskilled manual | 13.5 | 8.4 | 4.2 | 0.0 | 2.6 | 1.8 | 5.5 |
| N | 1,100 | 5,400 | 9,500 | 1,000 | 2,000 | 1,900 | 20,900 |

Table 3.3B: Occupation of females in full-time employment in Ireland in 1992 by highest level of education achieved

| Socio-economic group | No qualifications | Group/ Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/ Diploma | Degree | Total |
|--------------------------|-------------------|--------------------------|---------------------|----------------------|----------------------|--------------|---------------|
| | % | % | % | % | % | % | % |
| Professional/ Managerial | 8.1 | 3.8 | 11.5 | 18.5 | 39.2 | 85.9 | 22.3 |
| Salaried employee | 0.0 | 1.7 | 0.6 | 0.0 | 2.6 | 0.0 | 0.9 |
| Intermediate non-manual | 37.6 | 26.0 | 68.8 | 59.2 | 33.7 | 9.0 | 50.6 |
| Other non-manual | 9.8 | 27.6 | 10.2 | 15.7 | 13.7 | 1.1 | 12.3 |
| Agricultural | 0.0 | 2.0 | 0.4 | 0.0 | 3.9 | 0.0 | 1.0 |
| Skilled manual | 12.7 | 4.0 | 2.9 | 0.0 | 1.7 | 4.0 | 3.2 |
| Semi-skilled manual | 31.8 | 34.9 | 5.3 | 6.6 | 5.2 | 0.0 | 9.6 |
| Unskilled manual | 0.0 | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.2 |
| N | 400 | 2,700 | 10,700 | 400 | 2,400 | 2,100 | 18,700 |

Table 3.4A: Occupation of males in full-time employment in Ireland in 1987 by level of education

| Socio-economic group | Level of education attained at Second Level | | | | Total |
|--------------------------|---|------------|------------|--------------|--------|
| | No qualifications | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Professional/ Managerial | 0.0 | 0.0 | 0.0 | 6.7 | 3.7 |
| Salaried employee | 0.0 | 2.0 | 0.9 | 1.8 | 1.4 |
| Intermediate non-manual | 2.7 | 15.2 | 14.7 | 30.4 | 22.5 |
| Other non-manual | 11.4 | 10.9 | 14.2 | 10.7 | 11.8 |
| Agricultural | 23.0 | 16.4 | 11.9 | 6.8 | 10.3 |
| Skilled manual | 28.9 | 35.9 | 39.7 | 24.8 | 30.5 |
| Semi-skilled manual | 18.2 | 11.7 | 10.5 | 7.4 | 9.4 |
| Unskilled manual | 15.7 | 7.9 | 8.0 | 11.4 | 10.4 |
| N | 800 | 1,300 | 3,700 | 6,900 | 12,600 |

Table 3.4B: Occupation of females in full-time employment in Ireland in 1987 by level of education

| Socio-economic group | Level of education attained at Second Level | | | | Total |
|-------------------------|---|------------|------------|--------------|--------|
| | No qualifications | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Professional/Managerial | 0.0 | 0.0 | 0.0 | 12.1 | 9.2 |
| Salaried employee | 0.0 | 0.0 | 0.0 | 0.2 | 0.2 |
| Intermediate non-manual | 18.2 | 16.8 | 32.1 | 62.0 | 53.9 |
| Other non-manual | 61.7 | 39.8 | 41.7 | 14.3 | 21.6 |
| Agricultural | 4.2 | 0.0 | 2.2 | 0.0 | 0.5 |
| Skilled manual | 3.3 | 16.0 | 2.6 | 2.9 | 3.2 |
| Semi-skilled manual | 12.6 | 27.4 | 13.2 | 6.4 | 8.4 |
| Unskilled manual | 0.0 | 0.0 | 8.2 | 2.0 | 2.9 |
| N | 600 | 400 | 2,100 | 9,800 | 12,900 |

**Table 3.5: Net weekly pay of persons in full-time employment
by highest level of education achieved**

| Level | Males | Females | Total |
|------------------------|--------|---------|--------|
| | (£) | (£) | (£) |
| No qualifications | 139.88 | 96.50 | 128.75 |
| Inter/ Group Cert | 140.16 | 110.56 | 128.86 |
| Leaving Cert | 148.82 | 129.03 | 137.41 |
| Incomplete third level | 143.70 | 131.53 | 138.70 |
| Certificate/ Diploma | 161.31 | 134.56 | 146.50 |
| Degree | 187.65 | 173.76 | 180.05 |
| Mean | 150.43 | 130.74 | 140.34 |

Table 3.6: Net weekly pay of persons in full-time employment in Ireland by industry

| Industry | Males | Females | Total |
|------------------------------|---------------|---------------|---------------|
| | (£) | (£) | (£) |
| Agriculture | 91.86 | * | 94.52 |
| Manufacturing | 156.38 | 127.42 | 146.36 |
| Building | 157.29 | * | 157.88 |
| Distribution | 151.83 | 111.25 | 127.96 |
| Finance | 181.69 | 145.58 | 156.05 |
| Transport/ communications | 164.93 | 139.66 | 152.18 |
| Public Administration | 143.71 | 139.02 | 141.06 |
| Professional services | 154.22 | 152.31 | 152.62 |
| Personal services | 161.77 | 106.64 | 118.46 |
| Other | 127.12 | * | 129.31 |
| Total | 150.43 | 130.74 | 140.34 |

Note: * Fewer than 10 respondents in this category.

Table 3.7: Net weekly pay of persons in full-time employment in Ireland by occupation

| Socio-economic group | Males | Females | Total |
|--------------------------|---------------|---------------|---------------|
| | (£) | (£) | (£) |
| Professional/ Managerial | 187.64 | 159.96 | 171.83 |
| Salaried employee | 162.84 | * | 162.46 |
| Intermediate non-manual | 145.97 | 125.70 | 130.91 |
| Other non-manual | 152.26 | 114.67 | 130.11 |
| Agricultural | 94.15 | * | 94.58 |
| Skilled manual | 152.26 | 127.96 | 149.07 |
| Semi-skilled manual | 147.06 | 118.91 | 135.43 |
| Unskilled manual | 132.51 | * | 132.51 |
| Total | 150.43 | 130.74 | 140.34 |

Note: * Fewer than 10 respondents in this category.

SECTION FOUR: UNEMPLOYMENT

Labour force participation rates

At the time of the survey (1992), fourteen per cent of the 1985/86 school-leavers were unemployed. However, this figure can obscure the actual unemployment rate as it is calculated on the basis of all school-leavers rather than those in the labour force only. Table 2.1 indicates the labour force participation rates and unemployment rates for school-leavers in 1992. The vast majority of the school-leavers were economically active (i.e. in paid employment or unemployed) with females showing somewhat lower participation rates than males. Among males, the lowest participation was found among those with third level education, reflecting the higher proportion of this group still in full-time education. Among females, labour force participation was lowest for those with no or low qualifications, a pattern which is related to the withdrawal of a number of this group into home duties rather than to participation in full-time education. When labour force participation rates in 1992 are contrasted with those in 1987, the overall proportion in the labour force has increased with the movement of school-leavers out of full-time education into paid employment (and unemployment). The exception to this trend is the decline in the proportion of women with no or low qualifications who have remained in the labour force (Table 2.2).

Unemployment rates

The unemployment rate is calculated as the proportion of the labour force (i.e. employed plus unemployed) who are out of work. For the purposes of this discussion, those on full-time State training schemes are counted among the unemployed. The overall unemployment rate for 1985/86 school-leavers was 16 per cent at the time of the 1992 survey compared with 33 per cent in 1987. Table 2.1 indicates that this total figure conceals differences in terms of gender and educational level. Unemployment rates in 1992 were significantly higher for those with no or low qualifications than for those with higher level qualifications; for example, 62 per cent of females without qualifications were unemployed compared with only 8 per cent of females with third level education. The pattern was similar for both males and females, with females showing lower levels of unemployment than their male counterparts at all education levels (with the exception of females without qualifications).

Comparing unemployment rates in 1992 with those in 1987, it is found that the overall level of unemployment has declined over time. Unemployment rates in 1987 were considerably higher than in 1992 with 37 per cent of males and 30 per cent of females out of work. The decline in the level of unemployment has taken place at all education levels; the one exception to this pattern was the increased rate among females without qualifications (Table 2.2). However, the gap between those without qualifications and those with higher level qualifications has widened significantly over time.

Unemployment rates were also found to vary by region. In 1987, the North-East/ Midlands/ West/ North-West region exhibited the highest rate of unemployment while this was the case for the South-East/ South-West/ Mid-West region in 1992. The unemployment rate was lowest in both years for those living abroad. All regions showed a decline in unemployment from 1987 to 1992 with the East showing the greatest decline (Table 4.3).

Experience of unemployment

Analysis of the level of unemployment at one point in time can serve to obscure the proportion of school-leavers who have experienced unemployment at some stage since leaving second-level education. While 14 per cent of school-leavers were unemployed in 1992, just over half of all school-leavers had been unemployed at some stage since leaving second-level education (Table 4.4). Males were slightly more likely than females to have experienced at least one spell of unemployment. The main variation in experience of unemployment was between different education levels. A sizeable majority (71 per cent) of those who left school without qualifications had been unemployed at some point in time while this was the case for only 30 per cent of those with degrees (Table 4.5).

Current unemployment in Ireland

Of those living in Ireland, 16 per cent were unemployed at the time of the survey. Over half of this group had been unemployed for a year or more with a sizeable proportion (15 per cent of males and 24 per cent of females) out for work for four years or more. There were no significant differences between males and females in relation to duration of unemployment (Table 4.6). Length of unemployment was, however, related to level of educational qualifications. Duration of unemployment tended to be longer for those with low or no qualifications than for other groups; 44 per cent of those with no qualifications had been unemployed for four or more years compared with only 8 per cent of those who had a Leaving Certificate and none of those who had been to third level education (Table 4.7).

The vast majority (90 per cent) of the unemployed were in receipt of social welfare payments, most usually Unemployment Assistance. Females were somewhat more likely than males to be in receipt of a social welfare payment other than Unemployment Benefit or Assistance (Table 4.8). Over a third of those with third level education were not receiving any social welfare payment compared with only 1 per cent of those with no qualifications (Table 4.9); this pattern is likely to be related (at least in part) to a shorter duration of unemployment among the better qualified groups.

The vast majority (82 per cent) of the unemployed were registered with FÁS. Females were significantly less likely than males to be registered (Table 4.10). Those with third level education were somewhat less likely than other groups to be registered, although the difference was not statistically significant (Table 4.11).

In summary, a considerable proportion (52 per cent) of the 1985/86 school-leavers had experienced unemployment at some stage since leaving full-time second-level education. However, experience of unemployment and, in particular, the likelihood of being unemployed six years after leaving school varied markedly by level of education. Those who left school without qualifications were particularly vulnerable to unemployment and their position relative to those with qualifications disimproved over time.

Table 4.1: Labour force participation rates and unemployment rates by highest level of education (1992)

| Highest level of education | In Labour Force | | Unemployment rate | |
|----------------------------|-----------------|-------------|-------------------|-------------|
| | Males | Females | Males | Females |
| | % | % | % | % |
| No qualifications | 98.6 | 70.2 | 54.8 | 62.0 |
| Group/ Inter Cert | 99.6 | 79.9 | 26.6 | 22.3 |
| Leaving Certificate | 99.0 | 91.9 | 11.0 | 7.3 |
| Third Level | 84.5 | 91.0 | 12.0 | 8.2 |
| Total % | 95.1 | 88.2 | 19.5 | 12.5 |

Table 4.2: Labour force participation rates and unemployment rates by education (1987)

| Attained at Second Level | In Labour Force | | Unemployment rate | |
|-----------------------------|-----------------|---------|-------------------|---------|
| | Males | Females | Males | Females |
| | % | % | % | % |
| No qualifications | 97.1 | 90.3 | 62.8 | 57.4 |
| Group/ Inter Cert | 95.4 | 90.7 | 32.9 | 32.8 |
| Leaving Certificate | 53.6 | 63.0 | 34.2 | 26.0 |
| Total % | 68.7 | 69.5 | 37.4 | 29.8 |

Table 4.3: Unemployment rates by region of residence 1987 and 1992

| Region | 1987 | 1992 |
|---|------|------|
| | % | % |
| East | 30.7 | 15.9 |
| South-East/ South-West/ MidWest | 36.8 | 21.5 |
| North-East/ Midlands/ West/ North-West | 38.9 | 18.5 |
| Abroad | 14.6 | 4.9 |
| Total % | 33.7 | 16.2 |

Table 4.4: Experience of unemployment by sex

| | Males | Females | Total |
|------------------------------------|-------|---------|-------|
| | % | % | % |
| Never unemployed | 50.4 | 53.7 | 52.0 |
| At least one spell of unemployment | 49.6 | 46.3 | 48.0 |
| Mean no. of spells | 0.84 | 0.72 | 0.78 |

Table 4.5: Experience of unemployment by highest level of education achieved

| | No qualifications | Group/ Inter Cert | Leaving Cert | Incomplete Third Level | Certificate/ Diploma | Degree | Total |
|---------------------------------------|----------------------|-------------------------|-----------------|---------------------------|-------------------------|--------|-------|
| | % | % | % | % | % | % | % |
| Never unemployed | 29.2 | 41.7 | 53.7 | 64.2 | 56.7 | 69.9 | 52.0 |
| At least one spell of unemployment | 70.8 | 58.3 | 46.3 | 35.8 | 43.3 | 30.1 | 48.0 |
| Mean no. of spells | 1.25 | 1.06 | 0.72 | 0.52 | 0.67 | 0.41 | 0.78 |

**Table 4.6: Duration of current unemployment by sex
(excludes those currently living abroad)**

| Duration | Males | Females | Total |
|------------------|-------|---------|-------|
| | % | % | % |
| < 1 month | 5.2 | 4.7 | 5.1 |
| 1-6 months | 30.7 | 30.7 | 30.7 |
| 6 months- 1 year | 14.7 | 15.8 | 15.1 |
| 1-2 years | 16.3 | 14.4 | 15.6 |
| 2-3 years | 11.7 | 8.2 | 10.5 |
| 3-4 years | 5.9 | 2.4 | 4.7 |
| 4 years or more | 15.5 | 23.7 | 18.3 |
| N | 5,900 | 3,100 | 9,000 |

**Table 4.7: Duration of current unemployment
by highest level of education achieved**

| Duration | No qualifications | Group/ Inter Certificate | Leaving Certificate | Third Level | Total |
|---------------------|----------------------|--------------------------------|------------------------|----------------|-------|
| | % | % | % | % | % |
| < 1 month | 3.4 | 3.7 | 0.0 | 19.5 | 5.1 |
| 1-6 months | 10.5 | 24.6 | 43.1 | 62.6 | 30.7 |
| 6 months- 1 year | 9.0 | 23.3 | 14.2 | 5.2 | 15.1 |
| 1-2 years | 14.6 | 18.3 | 20.1 | 3.6 | 15.6 |
| 2-3 years | 10.5 | 11.4 | 12.3 | 5.2 | 10.5 |
| 3-4 years | 8.2 | 4.1 | 2.2 | 4.0 | 4.7 |
| 4 years or more | 43.9 | 14.7 | 8.1 | 0.0 | 18.3 |
| N | 2,200 | 3,500 | 2,000 | 1,300 | 9,000 |

Table 4.8: Receipt of social welfare payments among those currently unemployed in Ireland

| Type of payment | Males | Females | Total |
|------------------------------|-------|---------|-------|
| | % | % | % |
| Unemployment Benefit | 25.1 | 18.8 | 22.9 |
| Unemployment Assistance | 65.2 | 52.3 | 60.8 |
| Other social welfare payment | 0.7 | 18.0 | 6.6 |
| None | 9.0 | 11.0 | 9.7 |
| N | 5,900 | 3,100 | 9,000 |

Table 4.9: Receipt of social welfare payments among the unemployed by highest level of education achieved

| Duration | No qualifications | Group/ Inter Certificate | Leaving Certificate | Third Level | Total |
|------------------------------|-------------------|--------------------------|---------------------|-------------|-------|
| | % | % | % | % | % |
| Unemployment Benefit | 12.7 | 23.9 | 38.4 | 13.8 | 22.9 |
| Unemployment Assistance | 76.7 | 63.7 | 44.8 | 50.3 | 60.8 |
| Other social welfare payment | 9.5 | 8.4 | 4.6 | 0.0 | 6.6 |
| None | 1.1 | 4.0 | 12.2 | 35.8 | 9.7 |
| N | 2,200 | 3,500 | 2,000 | 1,300 | 9,000 |

Table 4.10: Unemployed persons registered with FÁS by sex

| | Males | Females | Total |
|----------------|-------|---------|-------|
| | % | % | % |
| Registered | 86.1 | 74.5 | 82.1 |
| Not registered | 13.9 | 25.5 | 17.9 |
| N | 5,500 | 3,000 | 8,500 |

Note: Totals differ from earlier tables because of missing information.

**Table 4.11: Unemployed persons registered with FÁS
by highest level of education achieved**

| | No qualifications | Group/ Inter Certificate | Leaving Certificate | Third Level | Total |
|----------------|----------------------|--------------------------------|------------------------|----------------|-------|
| | % | % | % | % | % |
| Registered | 82.7 | 88.8 | 80.5 | 63.6 | 82.1 |
| Not registered | 17.3 | 11.2 | 19.5 | 36.4 | 17.9 |
| N | 2,200 | 3,300 | 1,900 | 1,100 | 8,500 |

SECTION FIVE: EMIGRATION

Emigration experience

At the time of the survey, 16.5 per cent of the 1985/1986 school-leavers were living outside the country. However, this figure underestimates the emigration experience of the school-leavers since an additional 18 per cent had emigrated in the past but had subsequently returned to live in Ireland. The emigration pattern of the 1985/86 cohort of school-leavers differs markedly from that of the earlier cohort of 1981/82 school-leavers. While the proportion who have had some emigration experience is slightly higher among the 1985/86 group (35 per cent compared with 20 per cent for the 1981/82 group), the proportion still living abroad six years after leaving school is actually lower due to the much greater prevalence of return migration among the more recent cohort.

There were some gender differences in emigration patterns with females being slightly more likely to have emigrated at some point (Table 5.1). Differences were also apparent in relation to level of educational qualifications. Those with no qualifications were least likely to have emigrated while those with third level education were most likely to have some emigration experience (Tables 5.2A, 5.2B and 5.2C). Of those who emigrated at some point, those without qualifications were more likely than other groups to return to Ireland. Table 5.3 indicates that emigration was highest for those from the West and North-West of the country; for example, over half of those from the North-West had emigrated at some point and over one quarter had never returned to live in Ireland. The lowest level of emigration was from the Dublin and Mid-West regions (Table 5.3).

Timing of emigration

Of those living abroad at the time of the survey, approximately half had left Ireland before 1989 (Table 5.4) with those with third level education being the most recent departures (Table 5.5). Thirty-nine per cent of the school-leavers had emigrated before the age of twenty; female emigrants tended to be slightly older than their male counterparts, although the difference was not statistically significant (Table 5.6). Age at emigration was, however, significantly related to level of educational qualifications; over half of those with no or low qualifications had emigrated at 18 or younger compared with only 7 per cent of those with third level qualifications (Table 5.7).

Country of destination

Two-thirds of the emigrants had gone to the UK on first emigrating with 17 per cent going to the United States. Country of destination tended to be broadly similar for

males and females (Table 5.8). Destination differed by level of education; the vast majority (75 per cent) of those with no or low qualifications went to the UK compared with only 54 per cent of those with third level qualifications. Emigration to the United States was more common for those with third level qualifications than other groups (Table 5.9).

Reason for emigration

The main reason cited for emigration was to find employment; 44 per cent of school-leavers emigrated to find a job with a further 21 per cent emigrating for a better job or better pay than they currently had. Fifteen per cent left the country 'to see the world' while only one tenth went abroad to continue their education. Males were more likely than females to mention employment as the main reason for emigration while females were somewhat more likely than males to mention 'adventure' (Table 5.10). Differences in motivation between those with different levels of education also emerged; among those with no or low qualifications, emigration tended to be employment-related while reasons for emigration were more diverse among the better qualified (Table 5.11).

Economic status of current emigrants

There were significant differences in employment status between those living abroad at the time of the survey and those living in Ireland. Emigrants were more likely to be in paid employment and less likely to be unemployed than those in Ireland; the differences in unemployment levels were particularly marked with only 4 per cent of emigrants out of work compared with 16 per cent of their counterparts in Ireland (Table 5.12). These differences are only partly explained by the tendency of emigrants to have higher level qualifications than those living in Ireland.

Economic status varied by educational level within the emigrant group. Over one quarter of emigrants without qualifications were unemployed at the time of the survey while this was the case for only 3 per cent of those with third level education. In addition, those with third level education were more likely than other groups to be in full-time education at the time of the survey (Table 5.13).

Industrial distribution of emigrants

Emigrant males in full-time employment were more likely to work in the building/construction industry than their counterparts in Ireland, a pattern which was particularly marked for those with no or only low qualifications. Furthermore, emigrant males were almost twice as likely as their Irish counterparts to work in professional services, with the differences being greatest for those with a Leaving Certificate (Table 5.14A).

Looking at gender differences in industrial distribution among emigrants, females were less likely than their male counterparts to work in manufacturing or building/

construction and significantly more likely to work in the professional or personal services sectors (Table 5.14B). Compared with their counterparts in Ireland, emigrant women were less likely to work in manufacturing or distribution and much more likely to work in personal services.

Occupational distribution of emigrants

Emigrant males in full-time employment were more likely to work in professional/managerial and in skilled manual positions than their counterparts in Ireland (Table 5.15A); in the case of professional/managerial employment, this difference is due to the higher level of qualifications among emigrants rather than to emigrant status alone.

Compared with their male counterparts, emigrant women were much more likely to work in professional/managerial positions and much less likely to work in manual jobs. In addition, emigrant females were much more likely than their counterparts in Ireland to hold professional/managerial jobs (Table 5.15B).

Pay levels appeared to be significantly higher for those living abroad than for those in Ireland; however, due to the small number of cases on which income data were available, no reliable conclusions can be drawn.

In summary, 16.5 per cent of the 1985/86 school-leavers were living abroad at the time of the survey. Interestingly, a higher proportion of the school-leavers were return, rather than current, emigrants. Emigration was more prevalent among those with higher level qualifications. In general, the pattern was one of emigration in their early twenties, usually to the UK and for employment reasons. While levels of unemployment were considerably lower among current emigrants than among those living in Ireland, those without qualifications remained at a relative disadvantage in terms of access to paid employment. In general, the profile of emigrants among the 1985/86 cohort was similar to that among the 1981/82 cohort. However, the level of return emigration was found to be significantly higher among the more recent school-leavers.

Table 5.1: Emigration experience by sex

| Emigration experience | Males | Females | Total |
|--|--------|---------|--------|
| | % | % | % |
| Current emigrant, never returned | 12.4 | 15.8 | 14.1 |
| Current emigrant, returned at least once | 2.2 | 2.5 | 2.4 |
| Currently in Ireland, but had emigrated | 18.6 | 17.9 | 18.3 |
| Never emigrated | 66.7 | 63.8 | 65.3 |
| N | 33,800 | 32,000 | 65,800 |

Table 5.2A: Emigration experience by highest level of education achieved

| Emigration experience | No qualifications | Group/ Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/ Diploma | Degree | Total |
|--|-------------------|--------------------------|---------------------|----------------------|----------------------|--------|--------|
| | % | % | % | % | % | % | % |
| Current emigrant, never returned | 5.5 | 12.3 | 12.6 | 23.2 | 20.5 | 18.6 | 14.1 |
| Current emigrant, returned at least once | 0.0 | 1.9 | 1.3 | 5.5 | 5.3 | 4.3 | 2.4 |
| Currently in Ireland, but had emigrated | 15.7 | 21.7 | 15.4 | 17.9 | 26.1 | 16.5 | 18.3 |
| Never emigrated | 78.7 | 64.1 | 70.6 | 53.4 | 48.1 | 60.6 | 65.3 |
| N | 4,600 | 15,200 | 27,900 | 2,600 | 7,200 | 8,300 | 65,800 |

Table 5.2B: Emigration experience of males by highest level of education achieved

| Emigration experience | No qualifications | Group/Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/Diploma | Degree | Total |
|--|-------------------|-------------------------|---------------------|----------------------|---------------------|--------|--------|
| | % | % | % | % | % | % | % |
| Current emigrant, never returned | 8.0 | 9.3 | 10.4 | 15.6 | 22.6 | 18.0 | 12.4 |
| Current emigrant, returned at least once | 0.0 | 2.2 | 0.8 | 4.9 | 6.1 | 3.7 | 2.2 |
| Currently in Ireland, but had emigrated | 19.6 | 22.1 | 17.1 | 17.2 | 22.3 | 11.9 | 18.6 |
| Never emigrated | 72.4 | 66.4 | 71.6 | 62.3 | 48.9 | 66.3 | 66.7 |
| N | 2,800 | 9,200 | 12,300 | 1,600 | 3,700 | 4,200 | 33,800 |

Table 5.2C: Emigration experience of females by highest level of education achieved

| Emigration experience | No qualifications | Group/Inter Certificate | Leaving Certificate | Incomplete 3rd level | Certificate/Diploma | Degree | Total |
|--|-------------------|-------------------------|---------------------|----------------------|---------------------|--------|--------|
| | % | % | % | % | % | % | % |
| Current emigrant, never returned | 1.5 | 16.9 | 14.4 | 35.1 | 18.2 | 19.2 | 15.8 |
| Current emigrant, returned at least once | 0.0 | 1.5 | 1.8 | 6.5 | 4.5 | 4.9 | 2.5 |
| Currently in Ireland, but had emigrated | 9.5 | 21.0 | 14.0 | 19.1 | 30.2 | 21.2 | 17.9 |
| Never emigrated | 89.0 | 60.6 | 69.9 | 39.3 | 47.1 | 54.7 | 63.8 |
| N | 1,700 | 5,900 | 15,600 | 1,000 | 3,500 | 4,100 | 32,000 |

Table 5.3: Emigration experience by region of origin

| | Dublin | Rest of East | South-East | North-East | Midlands | South-West | Mid-West | West | North-West | Total |
|--|--------|--------------|------------|------------|----------|------------|----------|-------|------------|--------|
| | % | % | % | % | % | % | % | % | % | % |
| Current emigrant, never returned | 10.2 | 13.7 | 11.9 | 10.3 | 18.0 | 18.6 | 8.9 | 16.6 | 27.7 | 14.1 |
| Current emigrant, returned at least once | 1.7 | 2.1 | 2.2 | 1.4 | 6.3 | 1.6 | 0.6 | 2.9 | 5.5 | 2.4 |
| Currently in Ireland, but had emigrated | 15.4 | 18.2 | 20.5 | 19.6 | 21.1 | 16.2 | 18.3 | 22.9 | 20.3 | 18.3 |
| Never emigrated | 72.7 | 66.0 | 65.3 | 68.7 | 54.6 | 63.6 | 72.2 | 57.6 | 46.6 | 65.3 |
| N | 17,600 | 5,200 | 7,300 | 3,800 | 4,900 | 9,600 | 7,100 | 5,600 | 4,700 | 65,800 |

Table 5.4: Year of emigration for those currently living abroad

| Year | Males | Females | Total |
|------|-------|---------|--------|
| | % | % | % |
| 1986 | 9.8 | 10.5 | 10.2 |
| 1987 | 17.5 | 14.7 | 15.9 |
| 1988 | 22.4 | 24.0 | 23.3 |
| 1989 | 23.3 | 14.0 | 18.3 |
| 1990 | 13.1 | 17.0 | 15.2 |
| 1991 | 8.3 | 8.9 | 8.7 |
| 1992 | 5.5 | 10.9 | 8.4 |
| N | 5,000 | 5,900 | 10,800 |

**Table 5.5: Year of emigration for those currently living abroad
by educational level**

| Year | None/ Group/ Inter Cert | Leaving Certificate | Third Level | Total |
|------|----------------------------|------------------------|-------------|--------|
| | % | % | % | % |
| 1986 | 15.6 | 14.4 | 3.6 | 10.2 |
| 1987 | 20.1 | 21.6 | 8.9 | 16.0 |
| 1988 | 24.4 | 26.0 | 20.5 | 23.3 |
| 1989 | 23.7 | 16.1 | 17.4 | 18.3 |
| 1990 | 11.9 | 7.1 | 24.2 | 15.3 |
| 1991 | 2.8 | 6.2 | 14.0 | 8.7 |
| 1992 | 1.5 | 8.7 | 11.3 | 8.2 |
| N | 2,500 | 3,900 | 4,500 | 10,800 |

Table 5.6: Age at first emigration for those currently living abroad

| Year | Males | Females | Total |
|------|-------|---------|-------|
| | % | % | % |
| 16 | 3.9 | 2.1 | 2.9 |
| 17 | 9.0 | 4.3 | 6.4 |
| 18 | 14.1 | 11.5 | 12.6 |
| 19 | 15.4 | 19.2 | 17.5 |
| 20 | 24.5 | 19.5 | 21.8 |
| 21 | 13.3 | 11.1 | 12.1 |
| 22 | 12.4 | 18.4 | 15.7 |
| 23 | 2.9 | 8.8 | 6.1 |
| 24 | 3.4 | 3.2 | 3.3 |
| 25 | 1.0 | 1.9 | 1.5 |
| Mean | 19.8 | 20.3 | 20.1 |

Table 5.7: Age at first emigration for those currently living abroad by educational level

| Age | None/ Group/ Inter Cert | Leaving Cert | Third Level | Total |
|------|----------------------------|--------------|----------------|-------|
| | % | % | % | % |
| 16 | 9.3 | 0.8 | 1.4 | 2.9 |
| 17 | 21.9 | 4.3 | 0.0 | 6.5 |
| 18 | 20.4 | 16.2 | 5.4 | 12.7 |
| 19 | 22.6 | 20.1 | 12.5 | 17.5 |
| 20 | 12.7 | 23.8 | 25.1 | 21.8 |
| 21 | 6.4 | 11.6 | 15.0 | 11.9 |
| 22 | 6.6 | 11.4 | 24.3 | 15.7 |
| 23 | 0.0 | 4.6 | 10.8 | 6.2 |
| 24 | 0.0 | 5.0 | 3.7 | 3.3 |
| 25 | 0.0 | 2.1 | 1.8 | 1.5 |
| Mean | 18.5 | 20.1 | 20.9 | 20.1 |

Table 5.8: Country of destination for those currently living abroad

| Country | Male | Female | Total |
|------------------|-------|--------|--------|
| | % | % | % |
| UK | 64.8 | 68.0 | 66.5 |
| Other EC country | 7.8 | 10.0 | 9.0 |
| USA | 17.5 | 16.7 | 17.0 |
| Australia | 5.1 | 2.3 | 3.6 |
| Other | 4.8 | 3.0 | 3.8 |
| N | 5,000 | 5,900 | 10,800 |

Table 5.9: Country of destination for those currently living abroad by education

| Country | None/Group/ Inter Cert | Leaving Certificate | Third Level | Total |
|---------------------|---------------------------|------------------------|----------------|--------|
| | % | % | % | % |
| UK | 75.0 | 76.4 | 53.9 | 66.7 |
| Other EC country | 9.3 | 4.5 | 12.1 | 8.8 |
| USA | 11.8 | 14.6 | 22.1 | 17.1 |
| Australia | 1.7 | 2.5 | 5.5 | 3.6 |
| Other | 2.2 | 1.9 | 6.4 | 3.8 |
| N | 2,500 | 3,900 | 4,500 | 10,800 |

Table 5.10: Main reason for emigration among those currently living abroad

| Reason | Male | Female | Total |
|---------------------------------|-------|--------|--------|
| | % | % | % |
| To get a job | 53.1 | 35.7 | 43.7 |
| To get a better job/ better pay | 23.1 | 18.9 | 20.8 |
| Education | 9.7 | 11.2 | 10.5 |
| Family/ spouse emigrated | 0.6 | 1.7 | 1.2 |
| Adventure | 9.6 | 20.5 | 15.4 |
| Other | 3.9 | 12.1 | 8.4 |
| N | 4,800 | 5,600 | 10,400 |

Note: Totals differ from earlier tables because of missing information.

Table 5.11: Main reason for emigration among those currently living abroad by educational level

| Reason | None/Group/ Inter Cert | Leaving Certificate | Third Level | Total |
|---------------------------------------|---------------------------|------------------------|-------------|--------|
| | % | % | % | % |
| To get a job | 47.1 | 43.4 | 41.8 | 43.5 |
| To get a better job/ better pay | 27.6 | 22.2 | 16.2 | 20.9 |
| Education | 1.1 | 6.6 | 18.9 | 10.5 |
| Family/ spouse emigrated | 2.1 | 1.1 | 0.7 | 1.2 |
| Adventure | 10.0 | 19.9 | 14.9 | 15.5 |
| Other | 12.1 | 6.9 | 7.5 | 8.4 |
| N | 2,500 | 3,600 | 4,400 | 10,400 |

Table 5.12: Economic status of school-leavers by current emigration status

| Status | Current residence | | Total |
|---------------------------|-------------------|--------|--------|
| | Ireland | Abroad | |
| | % | % | % |
| At work | 74.9 | 86.7 | 76.9 |
| Unemployed | 16.5 | 4.4 | 14.5 |
| Full-time training scheme | 0.5 | 0.0 | 0.4 |
| Full-time education | 3.5 | 5.1 | 3.8 |
| Unavailable for work | 4.6 | 3.8 | 4.5 |
| N | 54,900 | 10,900 | 65,800 |

**Table 5.13: Economic status of current emigrants
by highest level of education achieved**

| Status | No qualifications | Group/ Inter Certificate | Leaving Certificate | Third Level | Total |
|----------------------------------|----------------------|--------------------------------|------------------------|----------------|--------|
| | % | % | % | % | % |
| At work | 73.3 | 83.2 | 88.7 | 87.2 | 86.6 |
| Unemployed | 26.7 | 1.4 | 6.4 | 3.0 | 4.4 |
| Full-time training/ scheme | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Full-time education | 0.0 | 1.1 | 2.1 | 9.8 | 5.1 |
| Home duties | 0.0 | 13.1 | 2.8 | 0.0 | 3.6 |
| Ill/ disabled | 0.0 | 1.1 | 0.0 | 0.0 | 0.2 |
| N | 300 | 2,200 | 3,900 | 4,500 | 10,800 |

**Table 5.14A: Industry of males in full-time employment abroad
by level of education**

| Industry | None/ Group/ Inter Cert | Leaving Cert | Third Level | Total |
|------------------------------|----------------------------------|--------------|-------------|-------|
| | % | % | % | % |
| Agriculture | 1.4 | 0.0 | 0.0 | 0.4 |
| Manufacturing | 5.7 | 14.4 | 30.1 | 18.5 |
| Building | 57.6 | 34.7 | 16.5 | 33.8 |
| Distribution | 4.4 | 2.6 | 3.6 | 3.6 |
| Finance | 0.0 | 11.4 | 16.9 | 10.4 |
| Transport/ communications | 0.0 | 11.5 | 2.9 | 4.5 |
| Public administration | 0.0 | 0.0 | 0.0 | 0.0 |
| Professional services | 0.0 | 10.9 | 19.0 | 11.1 |
| Personal services | 7.8 | 14.5 | 7.4 | 9.6 |
| Other | 23.0 | 0.0 | 3.5 | 8.2 |
| N | 1,200 | 1,200 | 1,800 | 4,200 |

**Table 5.14B: Industry of females in full-time employment abroad
by level of education**

| Industry | None/ Group/ Inter Cert | Leaving Cert | Third Level | Total |
|------------------------------|----------------------------------|--------------|-------------|-------|
| | % | % | % | % |
| Agriculture | 8.1 | 0.0 | 0.0 | 1.1 |
| Manufacturing | 7.5 | 4.8 | 13.1 | 8.5 |
| Building | 0.0 | 1.5 | 0.0 | 0.7 |
| Distribution | 11.9 | 8.4 | 7.4 | 8.5 |
| Finance | 8.7 | 8.9 | 7.4 | 8.3 |
| Transport/ communications | 7.9 | 6.9 | 9.4 | 8.1 |
| Public administration | 4.0 | 1.9 | 1.9 | 2.2 |
| Professional services | 0.0 | 30.2 | 25.9 | 24.2 |
| Personal services | 40.2 | 34.5 | 25.2 | 31.6 |
| Other | 11.6 | 2.9 | 9.7 | 6.9 |
| N | 700 | 2,100 | 1,900 | 4,600 |

**Table 5.15A: Occupation of males in full-time employment abroad
by level of education**

| Socio-economic group | None/ Group/ Inter Cert | Leaving Cert | Third Level | Total |
|-----------------------------|----------------------------------|--------------|-------------|-------|
| | % | % | % | % |
| Professional/ managerial | 0.0 | 8.4 | 56.1 | 26.2 |
| Salaried employees | 0.0 | 10.2 | 12.6 | 8.3 |
| Intermediate non-manual | 9.8 | 17.4 | 3.7 | 9.4 |
| Other non- manual | 12.5 | 13.7 | 10.7 | 12.1 |
| Agricultural | 1.6 | 0.0 | 0.0 | 0.5 |
| Skilled manual | 58.9 | 29.9 | 16.9 | 32.7 |
| Semi-skilled manual | 0.0 | 0.0 | 0.0 | 0.0 |
| Unskilled manual | 17.1 | 20.4 | 0.0 | 10.9 |
| N | 1,200 | 1,200 | 1,900 | 4,400 |

**Table 5.15B: Occupation of females in full-time employment abroad
by level of education**

| Socio-economic group | None/ Group/ Inter Cert | Leaving Cert | Third Level | Total |
|-----------------------------|----------------------------------|--------------|-------------|-------|
| | % | % | % | % |
| Professional/ managerial | 0.0 | 35.2 | 51.4 | 36.6 |
| Salaried employees | 0.0 | 0.0 | 0.02 | 0.0 |
| Intermediate non-manual | 52.2 | 39.5 | 27.3 | 36.4 |
| Other non- manual | 32.2 | 23.8 | 16.8 | 22.2 |
| Agricultural | 8.1 | 0.0 | 0.0 | 0.0 |
| Skilled manual | 0.0 | 1.5 | 1.6 | 1.3 |
| Semi-skilled manual | 7.5 | 0.0 | 1.3 | 1.6 |
| Unskilled manual | 0.0 | 0.0 | 1.7 | 0.7 |
| N | 700 | 2,200 | 2,000 | 4,900 |

SECTION SIX: EDUCATION AND TRAINING

The 1992 survey collected detailed information on a number of aspects of education and training. These include participation in full-time and part-time education courses, take-up of State training/employment schemes, and experience of employer-sponsored 'on-the-job' training.

Full-time education courses

Forty per cent of the 1985/86 school-leavers participated in at least one full-time education course after leaving school¹. Women were significantly more likely than their male counterparts to have done such a course (Table 6.1). Participation in post-school education was also significantly related to the level of education attained at second level; over half of those who left after their Leaving Certificate went on to further full-time (usually third level) education while this was the case for only 1 per cent of those without qualifications, 2 per cent of those with the Group Certificate and 8 per cent of those with the Intermediate Certificate (Table 6.2).

Those currently in paid employment were most likely to have attended a post-school full-time education course. While those on full-time training schemes show high rates of participation, these results must be interpreted with some caution due to the extremely small numbers involved (<10 respondents). Those in paid employment were almost twice as likely as the unemployed to have attended a full-time education course after leaving school. Participation in full-time education was particularly low for those unavailable for work in 1992 (Table 6.3).

Courses with the highest level of participation were degree/ professional courses (16 per cent) and certificate/ diploma courses (14 per cent). Participants in these courses were almost exclusively comprised of those going on to third level after completing their Leaving Certificate. Vocational courses (at 11 per cent) were the next most popular; participation among those who left school before the Leaving Certificate was slightly higher on vocational than on other courses (Table 6.4). Revealingly, as was the case for the 1981/82 cohort of school-leavers, there was very little upgrading of educational qualifications among those leaving school before the Leaving Certificate. There was little variation by gender in the type of courses taken, with the exception of full-time vocational courses where female participation was significantly higher than that of males.

¹ These figures include those who were still in full-time education at the time of the 1992 survey.

Part-time education courses

The overall level of participation was considerably lower in part-time than in full-time courses (17 per cent of school-leavers compared with 40 per cent for full-time courses) although the pattern of participation in part-time education/ training courses was similar for both types. Females were more likely than males to have attended part-time education and training (Table 6.6) and participation was substantially higher among those with a Leaving Certificate (Table 6.6). Those in paid employment at the time of the 1992 survey were also most likely to have attended at least one part-time course while participation rates were lowest for the unemployed and those on full-time training schemes (Table 6.7). The most common type of courses attended were specific vocational training courses (8 per cent) and third level certificate/ diploma courses (5 per cent) (Table 6.8).

State training courses

Eighteen per cent of the 1985/86 school-leavers had taken part in a full-time State training course or employment scheme since leaving second-level education. Participation varied somewhat by gender; 20 per cent of male school-leavers had done such a course compared with 16 per cent of their female counterparts (Table 6.9). In contrast to the pattern for other education/ training courses, participation in State training/employment schemes was highest for those with no or only low qualifications; 38 per cent of those without qualifications had taken part in such a scheme compared with only 14 per cent of those with a Leaving Certificate (Table 6.10). Over one-third of the currently unemployed had taken part in a State training scheme compared with 15 per cent of those in paid employment (Table 6.11). The finding that those who have participated in a State training scheme had a higher unemployment rate than non-participants cannot be taken as an assessment of the effectiveness of such schemes, since the previously unemployed and those with lower educational qualifications were over-represented on such courses. Much more sophisticated analysis is needed to measure the impact of State schemes (see Breen, 1991).

Employer-sponsored training

Information was collected on the training received by school-leavers while working for, or sponsored by, an employer. Almost one-third of the 1985/86 school-leavers who were in employment at the time of the survey had received such training. Males were significantly more likely to have received 'on-the-job' training, a difference which was particularly marked in the case of apprenticeships (Table 6.12). When level of education is considered, those with an Intermediate or Leaving Certificate were more likely to have had such training than those without qualifications or with a Group Certificate. There were further differences in the type of training received with Intermediate Certificate level school-leavers more likely to have done an apprenticeship than those with a Leaving Certificate (Table 6.13).

There was considerable variation by industry and occupation in access to 'on-the-job'

training. Among males, those in the banking/ finance and construction sectors were most likely to have received employer-sponsored training while levels were also relatively high in the manufacturing, building and personal services sectors² (Table 6.14A). Participation in 'on-the-job' training was also relatively high for females in the finance sector while there were particularly low levels of training in the distribution and public administration sectors (Table 6.14B).

Differences in participation were particularly marked when occupational distribution was taken into account. Among males, skilled manual workers received the highest levels of 'on-the-job' training, principally because of the existence of the apprenticeship system (Table 6.15A). Among females, levels of training were particularly low among semi-skilled and unskilled manual workers (Table 6.15B).

In summary, the pattern of participation in further education tended to reinforce, rather than compensate for, initial educational disadvantage. Those who had taken part in further full-time or part-time education courses were overwhelmingly comprised of those who had left school at Leaving Certificate level. The pattern of participation in 'on-the-job' training was slightly more diverse, although access to such training appeared to be greater for those with an Intermediate or Leaving Certificate. In contrast to the pattern for further education and employer-sponsored training, those without qualifications were over-represented among participants on State training schemes. The extent to which such training improves access to paid employment among this group will form the basis for future research.

² Patterns of participation in 'on-the-job' training by industry and occupation must be interpreted with some caution since respondents may have received such training in a previous job within a different industrial or occupational group.

Table 6.1: Participation in full-time education courses by sex

| No. of courses | Males | Females | Total |
|----------------|-------|---------|-------|
| | % | % | % |
| None | 65.7 | 54.7 | 60.4 |
| One | 22.6 | 33.9 | 28.1 |
| Two | 7.7 | 10.0 | 8.8 |
| Three | 3.3 | 1.0 | 2.2 |
| Four | 0.8 | 0.5 | 0.6 |
| Mean | 0.5 | 0.6 | 0.5 |

**Table 6.2: Participation in full-time education courses
by level of education attained at Second Level**

| No. of courses | No exam | Group Cert | Inter Cert | Leaving Cert | Total |
|----------------|---------|------------|------------|--------------|-------|
| | % | % | % | % | % |
| None | 98.6 | 97.5 | 92.3 | 45.5 | 60.4 |
| One | 1.4 | 2.5 | 7.2 | 38.0 | 28.1 |
| Two | 0.0 | 0.0 | 0.5 | 12.5 | 8.8 |
| Three | 0.0 | 0.0 | 0.0 | 3.1 | 2.2 |
| Four | 0.0 | 0.0 | 0.0 | 0.9 | 0.6 |
| Mean | 0.01 | 0.02 | 0.08 | 0.8 | 0.5 |

**Table 6.3: Participation in full-time education courses
by current employment status
(excluding those currently in full-time education)**

| Participation in post-school full-time course | Current employment status | | | | Total |
|--|---------------------------|------------|-----------------------|-------------------------|-------|
| | At work | Unemployed | Full-time training | Unavailable for work | |
| | % | % | % | % | % |
| Never did full-time course | 58.2 | 78.7 | 44.8 | 91.0 | 60.4 |
| Did at least one course | 41.8 | 21.3 | 55.2 | 9.0 | 39.6 |
| Mean no. of courses | 0.51 | 0.34 | 1.28 | 0.09 | 0.55 |

**Table 6.4: Type of full-time education course attended
by level of education in 1986**

| % Participating in at least one course | Level of education attained at Second Level | | | | Total |
|---|---|---------------|---------------|-----------------|-------|
| | No exam | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Degree/ professional course | 0.0 | 0.0 | 0.2 | 22.3 | 15.6 |
| Certificate/ diploma course (RTC etc.) | 0.0 | 1.2 | 0.4 | 20.5 | 14.4 |
| Certificate/ diploma course (private college) | 0.0 | 0.5 | 0.0 | 1.5 | 1.1 |
| Vocational course | 1.4 | 0.8 | 6.0 | 13.9 | 11.0 |
| Leaving Cert course | 0.0 | 0.0 | 0.8 | 1.3 | 1.0 |
| Other course | 0.0 | 0.0 | 0.2 | 0.7 | 0.5 |

Table 6.5: Participation in part-time education/ training courses by sex

| No. of courses | Males | Females | Total |
|----------------|-------|---------|-------|
| | % | % | % |
| None | 86.0 | 79.3 | 82.6 |
| One | 11.1 | 16.0 | 13.5 |
| Two | 2.3 | 3.4 | 2.9 |
| Three | 0.2 | 0.9 | 0.5 |
| Four or more | 0.5 | 0.3 | 0.4 |
| Mean | 0.2 | 0.3 | 0.2 |

Table 6.6: Participation in part-time education/ training courses by level of education attained at Second Level

| No. of courses | No exam | Group Cert | Inter Cert | Leaving Cert | Total |
|----------------|---------|------------|------------|--------------|-------|
| | % | % | % | % | % |
| None | 95.1 | 91.3 | 91.7 | 78.1 | 82.6 |
| One | 4.9 | 4.4 | 5.2 | 17.4 | 13.5 |
| Two | 0.0 | 4.2 | 1.7 | 3.4 | 2.9 |
| Three | 0.0 | 0.0 | 0.0 | 0.7 | 0.5 |
| Four or more | 0.0 | 0.0 | 0.8 | 0.4 | 0.4 |
| Mean | 0.05 | 0.1 | 0.1 | 0.3 | 0.2 |

Table 6.7: Participation in part-time education/ training courses by current employment status

| Participation | Current employment status | | | | | Total |
|----------------------------|---------------------------|------------|--------------------|---------|----------------------|-------|
| | At work | Unemployed | Full-time training | Student | Unavailable for work | |
| | % | % | % | % | % | % |
| Never did part-time course | 80.2 | 90.5 | 90.8 | 87.2 | 88.4 | 82.6 |
| Did at least one course | 19.8 | 9.5 | 9.2 | 12.8 | 11.6 | 17.4 |
| Mean no. of courses | 0.26 | 0.11 | 0.09 | 0.20 | 0.21 | 0.23 |

Table 6.8: Type of part-time education/ training course attended by level of education in 1986

| % Participating in at least one course | Level of education attained at Second Level | | | | Total |
|---|---|------------|------------|--------------|-------|
| | No exam | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Degree/ professional course | 0.0 | 0.0 | 0.5 | 3.0 | 2.1 |
| Certificate/ diploma course (RTC etc.) | 0.0 | 1.6 | 0.9 | 6.7 | 4.9 |
| Certificate/ diploma course (private college) | 0.0 | 0.0 | 0.7 | 1.1 | 0.9 |
| Vocational course | 2.8 | 5.5 | 4.6 | 9.9 | 8.1 |
| Leaving Cert course | 0.0 | 1.6 | 1.5 | 0.3 | 0.5 |
| Other course | 2.1 | 0.0 | 1.3 | 2.6 | 2.2 |

Table 6.9: Participation in full-time State training courses by sex

| Participation | Males | Females | Total |
|----------------------------------|-------|---------|-------|
| | % | % | % |
| Never did training course | 79.8 | 84.3 | 82.0 |
| Did at least one training course | 20.2 | 15.7 | 18.0 |
| Mean no. of courses | 0.24 | 0.18 | 0.21 |

**Table 6.10: Participation in full-time State training courses
by level of education in 1986**

| Participation | Level of education attained at Second Level | | | | Total |
|---------------------------------|---|---------------|---------------|-----------------|-------|
| | No exam | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| Never did training course | 61.7 | 73.4 | 77.3 | 85.9 | 82.0 |
| Did at least one course | 38.3 | 26.6 | 22.7 | 14.1 | 18.0 |
| Mean no. of courses | 0.53 | 0.29 | 0.28 | 0.15 | 0.21 |

**Table 6.11: Participation in full-time State training courses
by current employment status
(excluding those currently on State training schemes)**

| Participation | Current employment status | | | | Total |
|---------------------------------|---------------------------|------------|---------|-------------------------|-------|
| | At work | Unemployed | Student | Unavailable for work | |
| | % | % | % | % | % |
| Never did training course | 84.8 | 65.0 | 94.5 | 86.9 | 82.4 |
| Did at least one course | 15.2 | 35.0 | 5.5 | 13.1 | 17.6 |
| Mean no. of courses | 0.16 | 0.47 | 0.07 | 0.16 | 0.21 |

Table 6.12: Participation in employer-sponsored training among those currently in employment by sex

| Type of training | Males | Females | Total |
|------------------------------|--------|---------|--------|
| | % | % | % |
| No training | 63.4 | 72.7 | 68.1 |
| Statutory apprenticeship | 10.4 | 0.2 | 5.2 |
| Non-statutory apprenticeship | 3.6 | 1.7 | 2.6 |
| Other training | 22.6 | 25.4 | 24.0 |
| N | 17,800 | 18,300 | 36,100 |

Note: Tables 6.12 to 6.15B refer only to those school-leavers who were personally interviewed.

**Table 6.13: Participation in employer-sponsored training
by level of education in 1986
(excluding those not currently in employment)**

| Type | Level of education attained at Second Level | | | | Total |
|---------------------------------|---|---------------|---------------|-----------------|--------|
| | No exam | Group Cert | Inter Cert | Leaving Cert | |
| | % | % | % | % | % |
| No training | 72.7 | 72.7 | 68.1 | 67.6 | 68.1 |
| Statutory apprenticeship | 7.8 | 7.7 | 9.4 | 4.1 | 5.2 |
| Non-statutory apprenticeship | 4.1 | 5.0 | 5.9 | 1.7 | 2.6 |
| Other training | 15.4 | 14.6 | 16.6 | 26.6 | 24.0 |
| N | 1,400 | 1,700 | 5,800 | 27,300 | 36,100 |

**Table 6.14A: Participation of males in employer-sponsored training
by current industry
(percentages)**

| Industry | Training in present job | Training in previous job | No training |
|------------------------------|----------------------------|-----------------------------|-------------|
| Agriculture | 8.7 | 30.5 | 60.8 |
| Manufacturing | 8.7 | 31.5 | 59.9 |
| Building | 5.6 | 36.4 | 58.0 |
| Distribution | 5.3 | 24.4 | 70.3 |
| Finance | 14.3 | 33.4 | 52.3 |
| Transport/ communications | 10.5 | 25.9 | 63.6 |
| Public administration | 12.3 | 29.9 | 57.8 |
| Professional services | 17.9 | 8.6 | 73.4 |
| Personal services | 0.0 | 12.4 | 57.6 |
| Other | * | * | * |
| Total % | 8.5 | 28.1 | 63.4 |

Note: * Fewer than 10 respondents.

Table 6.14B: Participation of females in employer-sponsored training by current industry (percentages)

| Industry | Training in present job | Training in previous job | No training |
|------------------------------|-------------------------|--------------------------|-------------|
| Agriculture | * | * | * |
| Manufacturing | 2.5 | 20.8 | 76.7 |
| Building | * | * | * |
| Distribution | 2.7 | 16.5 | 80.8 |
| Finance | 11.8 | 30.8 | 57.3 |
| Transport/ communications | 0.0 | 28.3 | 71.7 |
| Public administration | 2.0 | 18.0 | 80.1 |
| Professional services | 7.6 | 22.4 | 70.0 |
| Personal services | 1.1 | 33.7 | 65.2 |
| Other | * | * | * |
| Total % | 4.6 | 22.1 | 72.6 |

Note: * Fewer than 10 respondents.

**Table 6.15A: Participation of males in employer-sponsored training
by current occupation
(percentages)**

| Occupation | Training in present job | Training in previous job | No training |
|----------------------------|----------------------------|-----------------------------|-------------|
| Professional | 14.8 | 21.6 | 63.6 |
| Employer/ manager | 0.0 | 30.3 | 69.7 |
| Salaried employee | 3.0 | 18.2 | 78.8 |
| Intermediate non-manual | 13.9 | 25.8 | 60.4 |
| Other non-manual | 3.0 | 10.4 | 86.7 |
| Agricultural | 8.5 | 29.7 | 61.8 |
| Skilled manual | 11.3 | 43.0 | 45.8 |
| Semi-skilled manual | 3.4 | 29.5 | 67.1 |
| Unskilled manual | 0.0 | 23.2 | 76.8 |
| Total % | 8.5 | 28.1 | 63.4 |

**Table 6.15B: Participation of females in employer-sponsored training
by current occupation
(percentages)**

| Occupation | Training in present job | Training in previous job | No training |
|----------------------------|----------------------------|-----------------------------|-------------|
| Professional | 12.2 | 26.2 | 61.6 |
| Employer/ manager | 3.6 | 12.1 | 84.3 |
| Salaried employee | * | * | * |
| Intermediate non-manual | 3.1 | 20.3 | 76.6 |
| Other non-manual | 1.9 | 36.7 | 61.4 |
| Agricultural | * | * | * |
| Skilled manual | 3.6 | 29.7 | 66.7 |
| Semi-skilled manual | 0.0 | 12.1 | 87.9 |
| Unskilled manual | * | * | * |
| Total % | 4.6 | 22.8 | 72.6 |

Note: * Fewer than 10 respondents.

SECTION SEVEN: SUMMARY

Employment status of the 1985/86 school-leavers

At the time of the 1992 survey, the majority of the 1985/86 cohort of school-leavers were in paid employment while 14 per cent of the group were unemployed. Women were more likely to be on home duties, and less likely to be unemployed, than their male counterparts. Employment status in 1992 was closely related to level of education with those without qualifications (both male and female) significantly more likely to be unemployed than other groups.

The employment status of school-leavers in 1992 contrasts sharply with their position one year after leaving school (1987) when the proportion in full-time education was considerably higher and the proportion in employment correspondingly lower. Trends in the labour market position of the group over the six year period since leaving school indicate a movement out of full-time education into the labour force. Among young women who left school without qualifications, there was some movement out of the labour force into home duties over the period concerned.

In both 1987 and 1992, those who left school with no or only low qualifications were more likely to be unemployed than other groups, a pattern which held for both males and females. The relative position of the poorly qualified disimproved significantly over the period concerned. This pattern closely resembles that found among the 1981/82 cohort of school-leavers (see Mullin, 1989).

Employment in Ireland

At the time of the survey, 83 per cent of the 1985/86 school-leavers were still living in Ireland; three quarters of this group were in paid employment. The industrial and occupational distribution of full-time workers in Ireland varied by both gender and educational level. Male workers were over-represented in the manufacturing, agriculture and building sectors while female workers were over-represented in the finance, personal services and professional services sectors. Those with higher level qualifications (both male and female) were concentrated in professional services. Some changes in industrial distribution were apparent between 1987 and 1992 with an increase in the proportion of males in the building sector and an increase in the proportion of females in the professional services sector.

Gender differences were also apparent in the occupational distribution of full-time workers. Male workers were significantly more likely to hold manual positions than their female counterparts while women workers were over-represented in professional/managerial and intermediate non-manual occupations. School-leavers with higher level qualifications, particularly degrees, were concentrated in professional/managerial

jobs while those with no or low qualifications were concentrated in semi-skilled and unskilled manual or lower level non-manual jobs. Over the period 1987 to 1992, there was a substantial increase in the proportion of full-time workers (both male and female) in professional/ managerial jobs, a pattern which is related to the later labour force entry of those with third level qualifications.

Average net weekly wage levels tended to vary by gender, educational level, industry and occupation. Pay levels were significantly higher for males than for females while those with higher level qualifications earned significantly more than those with low or no qualifications. Building, finance and professional services were the highest paying industries while agriculture was the lowest paying. At the level of occupation, professional/ managerial workers were the highest paid group while agricultural workers were the lowest paid group. Gender differentials in pay persisted within education, industry and occupational groups.

Unemployment

Over half of the 1985/86 school-leavers had experienced unemployment at some point since leaving full-time second-level education. However, experience of unemployment and the likelihood of being unemployed six years after leaving school were significantly related to level of education. Those who left school without qualifications were particularly vulnerable to unemployment and the gap between this group and those with higher level qualifications actually widened over time. A similar pattern was evident among the 1981/82 cohort of school-leavers (see Breen, 1991).

Of those living in Ireland, 16 per cent were unemployed at the time of the survey. Over half of this group had been unemployed for a year or more with a sizeable proportion (18 per cent) out of work for four years or more. Long-term unemployment was particularly prevalent among those who had left school without qualifications; 44 per cent of this group had been unemployed for four years or more compared with only 8 per cent of those who had a Leaving Certificate. The vast majority of the unemployed were in receipt of social welfare payments (usually, Unemployment Assistance) and registered with FÁS.

Emigration

Over one third of the school-leavers had emigrated at some point while 16 per cent were still living outside the country in 1992. Although the proportion of school-leavers who had some emigration experience was slightly higher than among the 1981/82 cohort, the proportion still living abroad six years after leaving school was significantly lower due to the higher level of return migration among the more recent cohort. For both cohorts, emigration was more prevalent among those with higher level qualifications. The typical emigrant left the country in their twenties, went to the UK, and emigrated for employment-related reasons. Among the 1985/86 school-leavers, emigration levels were highest among those from the West and North-West of the country with the Dublin and Mid-West regions showing the lowest levels.

At the time of the 1992 survey, those living abroad were more likely to be in paid employment, and less likely to be unemployed, than their counterparts in Ireland. This difference is only partly explained by the higher level of qualifications found among emigrants. While levels of unemployment were lower than comparable levels in Ireland, those without qualifications remained at a significant disadvantage in terms of access to paid employment.

There were clear differences in industrial and occupational distribution between those living abroad and those living in Ireland. Emigrant males were much more likely to work in the building/ construction or professional services sectors and in professional/ managerial or skilled manual jobs than those in Ireland. Emigrant women were more likely than their counterparts in Ireland to work in the personal services sector or professional/ managerial positions than their counterparts in Ireland.

Education and training

The pattern of participation in further education tended to reinforce initial differences in levels of education. While forty per cent of the 1985/86 school-leavers went on to further full-time education, participation was overwhelmingly concentrated among those who left school at Leaving Certificate level. Full-time courses with the highest level of participation were degree/ professional courses, certificate/ diploma courses and vocational courses. Participation in part-time education/ training courses was lower than for full-time courses. As with full-time courses, females were more likely than males to have attended such a course and participation was highest among those with a Leaving Certificate.

Almost one-third of the school-leavers had received training while working for, or sponsored by, an employer. Males were significantly more likely than females to have received such training. In addition, levels of 'on-the-job' training were higher among those with an Intermediate or Leaving Certificate than among other groups. Participation in 'on-the-job' training varied by industry and occupation with males in skilled manual positions showing the highest levels.

Eighteen per cent of the 1985/86 school-leavers had taken part in a full-time State training course or employment scheme since leaving second-level education. Participation levels were significantly higher among males than females. In contrast to the pattern for further education and 'on-the-job' training, those without qualifications were over-represented among participants on State training schemes.

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